

water to the best interests of the nation. But that does not happen because there are different points of view. I can offer my services to assist the States; but I have no authority to impose. As of now, I can't plan in such a way that there would not be any dispute in future. I will try to see that the disputes are solved.

Tenure based appointments in ONGC

*284. SHRI TAPAN KUMAR SEN:††
SHRI CHITTABRATA MAJUMDAR:

Will the Minister of PETROLEUM AND NATURAL GAS be pleased to state:

(a) whether field operators in drilling and work over rigs are being appointed on tenure basis in Western Region in ONGC;

(b) whether there is any provision of tenure basis engagement in the recruitment policy of ONGC;

(c) if so, the details thereof;

(d) whether the policy of tenure basis engagement has been accepted by the concerned unions/associations;

(e) whether the present tenure based appointments against regular posts are as per requirement; and

(f) the terms and conditions of tenure basis appointees?

THE MINISTER OF PETROLEUM AND NATURAL GAS (SHRI MURLI DEORA): (a) to (f) A Statement is laid on the Table of the House.

Statement

(a) Yes, Sir.

(b) and (c) The Recruitment & Promotion Regulation, 1980 of ONGC has a provision for filling up posts by methods, as may be decided by the Corporation. The Board of Directors has approved the policy of engagement of employees on tenure basis.

(d) The Unions have been apprised the rationale and need for the tenure based engagements and the policy of ONGC in the changed business scenario.

††The question was actually asked on the floor of the House by Shri Tapan Kumar Sen.

(e) Tenure-based engagements are not against regular posts, but are made according to work requirements, nature of job and required physical standards.

(f) The terms and conditions of engagement on Tenure basis at Non-Executive Level have been standardized. These conditions specify the qualification, designation, age and physical standards for recruitment. They also provide for the remuneration and facilities to which such tenure employees are entitled.

SHRI TAPAN KUMAR SEN: Hon. Chairman, Sir, I always got very positive responses from the hon. Minister on earlier occasions. But, unfortunately, the reply to this question is frustrating. The drilling work in an upstream oil company like the ONGC is a core operation or rather core to a core operation. In such kind of a job, employing workers on a tenure basis, on a contract basis, on a contingent basis, is thoroughly irregular because that poor Contract Labour Regulation Act is still alive in this country. It is just a tip of the iceberg. If you go through the manpower profile of the ONGC, not only the ONGC but also the entire public sector oil companies, you will find that the number of such irregular, temporary, tenure, contingent and all other kinds of workers is much more than the regular workers.

MR. CHAIRMAN: What is your question?

SHRI TAPAN KUMAR SEN: I am coming to the question.

MR. CHAIRMAN: You come to the question.

SHRI TAPAN KUMAR SEN: This is how the manpower is being tackled; the human resource problem is being adjusted. My point is that, as per the present position of the law of the land, this regular core operational job should not be manned by these temporary tenure-based employees. I would like to know whether this reflects the distorted vision on the manpower handling by the concerned public sector company, where even the Minister's intervention does not work. I would like to know whether this situation is going to be reversed.

SHRI MURLI DEORA: Sir, the ONGC is our most outstanding Navratna PSU. It employs more than 34,000 people and only a fraction of two per cent, that is, 660 people are working on tenure-based employment. I am sorry, I don't agree with my friend that there is anything wrong in working

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on a tenure basis. Those who are working on a tenure basis are getting good salaries, good emoluments and practically all facilities. But looking at the work of the ONGC, which is oil exploration, it is not possible to hire all the people at all the times on a permanent basis.

SHRI TAPAN KUMAR SEN: Sir, again, the hon. Minister did not reply to the basic question whether, for a core operational job, tenure or contract or contingent employment is allowable or not.

Secondly, this question refers to the point whether the unions have been consulted. Here it is written that the question have been appraised. It means that just a communication has been given. It is a very serious employees-related issue. The attitude that is being adopted in handling the human resource problem will, ultimately, act upon the efficiency and achievement of this Navratna company. This Navratna company has to sustain its Navratna status. The manner in which it is being handled, the position is that if these temporary workers go on strike, the entire operation will come to a standstill. Can the hon. Minister deny this? That reflects that they are in core operation. The manner in which the situation is being handled, it is creating a strike situation. Sir, I am coming to the point. The manner in which the strike situation is handled by threatening eight days pay cut for one day....

MR. CHAIRMAN: Please put your question.

SHRI TAPAN KUMAR SEN: ...as has happened in BPCL, that has led to a more serious situation. Sir, despite his efforts, the situation could not be normalised, particularly in BPCL. They are going on a three-day strike in this month itself. Would the hon. Minister assert much more vigorously so that the problem could be brought to an end? This distortion in the manpower management will be brought to an end?

MR. CHAIRMAN: Please take your seat.

SHRI MURLI DEORA: Sir, the ONGC management is in touch with the union on day-to-day basis. The hon. Member knows it. He talked about the engagement. Sir, the tenure based engagement in the ONGC has been upheld by the hon. High Court of Gujarat.

SHRI TAPAN KUMAR SEN: Not only the tenure ...(*Interruptions*).

MR. CHAIRMAN: Please don't disturb.

SHRI TAPAN KUMAR SEN: I would like to know whether they are more than your regular employees...

MR. CHAIRMAN: Please don't disturb.

SHRI TAPAN KUMAR SEN: Please be specific. Not only in ONGC, but in all the oil companies whether the contract tenure, irregular employment...*(Interruptions)*.

SHRI MURLI DEORA: Sir, out of 34,000 employees, only two per cent, that is, 600 odd employees are under this system.

SHRI CHITTABRATA MAJUMDAR: I have one question. There are a large number of contingent employees working in the ONGC. The procedure was, when the permanency was found out, these contingent employees who worked there for years together, they were inducted as regular employees. I do not know why a large number of contingent employees are out of the work. They are not given any job. On the other hand, the ONGC is appointing tenure-based workers. Would the hon. Minister assure us to look into the matter and solve the problem?

SHRI MURLI DEORA: Sir, I assure the hon. Member. He along with the officers of the ONGC and the Ministry of Petroleum met me several times. I am sure he has no complaint on that. But he must understand that all the people cannot be given jobs of permanent nature immediately. Those who are working in this system, at the outset, they are given four years job and then it is extended by another four years.

SHRI CHITTABRATA MAJUMDAR: They worked at the site for years together ...*(Interruptions)*.

SHRI MURLI DEORA: In some areas, they are getting more salary. In some areas they are getting more salary than the permanent employees.

SHRI CHITTABRATA MAJUMDAR: The matter has been taken up with his Ministry a number of times.

MR. CHAIRMAN: Let him finish.

SHRI MURLI DEORA: We will be very happy to consider that. I will be very happy to see that they are given permanent employment.

श्री जयन्ती लाल बरोट: माननीय सभापति जी, ओएनजीसी के कारण पूरा गुजरात प्रभावित है। ओएनजीसी जहां ड्रिलिंग करती है, वहां छोटे कृषिकारों के कृषि क्षेत्रों में ड्रिलिंग होने के बाद उनका पूरा क्षेत्र खत्म हो जाता है। मैं मंत्री जी से जानना चाहता हूं कि जिस कृषि क्षेत्र में किसान के खेत में तेल निकला है या वहां ड्रिलिंग हुई है, आप उनके बच्चों को नौकरी देना चाहते हैं या नहीं, दूसरा यह कि एम्प्लायमेंट एक्सचेंज से स्थाई या अस्थायी नौकरी देने का सवाल उठता है, तब आप उनको priority देना चाहते हैं या नहीं और तीसरा यह कि जिस क्षेत्र, जिस राज्य में नौकरी है, वहां वर्ग '3' और वर्ग '4' के कर्मचारियों के लिए उन्हीं की मातृभाषा में exam. लेना चाहते हैं या नहीं?

श्री मुरली देवरा: सर, जिन लोगों की जमीनें ली गई हैं, जहां पर काम किया जा रहा है, उनकी फेमिली से हर परिवार में एक व्यक्ति को नौकरी देने का हम प्रयत्न करते हैं। हम कहां-कहां सफल हुए हैं और कहां-कहां सफल नहीं हुए हैं, लेकिन हम कोशिश करेंगे कि कम-से-कम हर परिवार में एक व्यक्ति को काम जरूर देना चाहिए।

श्री सभापति: श्री संतोष बागड़ोदिया ... (व्यवधान)...

श्री जयन्ती लाल बरोट: सर, ऐसा नहीं है। एम्प्लायमेंट एक्सचेंज में priority देकर उनके बच्चों को interview में बुलाया जाए ... (व्यवधान) ... लेकिन वे नहीं बुलाते हैं।

श्री सभापति: ठीक है। आप बैठ जाइए।

श्री मुरली देवरा: जब वे नौकरी देंगे, तो बिना interview के कैसे देंगे।

श्री जयन्ती लाल बरोट: मंत्री जी, problem यह है कि गुजरात में 700 से 800 ऐसे कृषक हैं, जिनके कृषि क्षेत्र को प्रभावित किया गया है। उनके लड़कों को नौकरी नहीं मिलती है। वे लाइन में खड़े रहते हैं, लेकिन उनका नाम नहीं आता है।

श्री सभापति: आप क्वेश्चन दे कर पूछ लीजिए।

श्री मुरली देवरा: कितने लोगों को नौकरी मिली है, मैं उसकी जानकारी आपको दे दूंगा।

श्री जयन्ती लाल बरोट: सर, गरीब आदमी की रोटी का सवाल है।

श्री सभापति: रोटी का सवाल है, तो आप क्वेश्चन करते।

श्री जयन्ती लाल बरोट: सर, मैंने क्वेश्चन किया तो है, लेकिन मैंने जो प्रश्न पूछा है, मंत्री जी ने उसका जवाब नहीं दिया है।

SHRI SANTOSH BAGRODIA: The hon. Minister has stated in his reply that terms and conditions of engagement on Tenure basis at Non-executive

Level have been standardised. What does it mean? What is the maximum tenure for which one can be appointed? I would also like to know whether some of them have been re-employed on tenure basis. If so, how many of them have been re-employed and for how many years?

SHRI MURLI DEORA: Sir, these jobs are not like temporary jobs of six months and three months. These are almost *pucca* jobs for four years and this period is extendable. Most of them get extended for the next four years, sometimes again for the next four years, which means, almost for a period of 12 years. And, emoluments and compensations, which they get, are almost equal to those of permanent jobs. So, there is no complaint on that.

Emergency landing of AI aircrafts

*285. SHRIMATI SYEDA ANWARA TAIMUR:††
SHRI VIJAY J. DARDA:

Will the Minister of CIVIL AVIATION be pleased to state:

(a) whether it is a fact that during the last ten months, four Air India aircrafts suffered damage like tyre burst, malfunctioning of weather radar or aircraft engine, which forced the pilots to make emergency landings in Mumbai-Delhi, thus causing unnecessary tension amongst passengers and Air India suffering a huge financial loss thereby;

(b) if so, the reasons for malfunctioning of weather radar, engines, etc. since rigid pre-take off tests are always enforced; and

(c) what steps have been taken to ensure that such situations do not recur?

THE MINISTER OF STATE OF THE MINISTRY OF CIVIL AVIATION (SHRI PRAFUL PATEL): (a) to (c) A Statement is laid on the Table of the House.

Statement

(a) During the last 10 months, there were 5 incidents involving Air India aircraft associated with defects like tyre burst, malfunctioning of weather radar or aircraft engine at Mumbai and Delhi.

††The question was actually asked on the floor of the House by Shrimati Syeda Anwara Taimur.